



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
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JOINT LABOR-MANAGEMENT
COMMITTEE FOR
MUNICIPAL POLICE AND FIRE
JOHN W. HANSON
CHAIR

MEETING MINUTES
FOR JULY 13, 2017

DATE: July 13, 2017

TIME: 11:05 a.m. – Full Committee Meeting

LOCATION: Offices of the Joint Labor-Management Committee,
19 Staniford St., 1st Floor, Boston, MA 02114-2502

Committee Members Present: Chairman Hanson, Management Chair Goldsmith, Fire Chair Reddy, MacKinnon (Fire), Cabral (Fire), Mazzarella (Vice Chair Mgmt.), Tranfaglia (Mgmt.), and Petrin (Mgmt.).

Committee Members Absent: Vinchesi (Mgmt.), Andrews (Police Chair), Sedergren (Police), and Perreira (Police).

Alternates Present: Nelson, Garvin, Hayes, Calderone, DeMille, Young, Paris, Cross, Reddy, Pedrini, and Bain.

Staff Present: Senior Staff Rep. Hubley, Senior Staff Rep. Cummings, Senior Staff Rep. Morgado, Feldman, Bevilacqua and Gabriel,

Others Present: Barrault (Pyle Rome), Gordon O'Connell (Pyle Rome), Valerio (Deutsch Williams), Crystal (Deutsch Williams), Mansfield (Town of Andover), Mangaratti (Town of Andover), and Downing (MMA)

• *Administrative updates:*

- Accept Meeting Minutes from 6/22/17
Motion by Goldsmith and 2nd by Bain. Passed unanimously.
- The Chair's Report

The Chairman reported that the Governor has requested that the Committee hold off on appointing a chair to the JLMC temporarily.

Also the Chairman informed the Committee that the number of arbitration awards issued for FY17 are in the single digits.

- *Petitions, Jurisdiction and Awaiting Funding List (AFL) Cases:*

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
1. JLM-16-5072 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Beverly Fire	HB	Move to AFL
2. JLM-16-5680 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Paxton Fire	GD/JH	Move to AFL
3. JLM-17-5879 Motion by Nelson and 2nd by Goldsmith. Passed unanimously. Committee Members Assigned Pedrini and Garvin.	Townsend Police	HB	Jurisdiction
4. JLM-17-5880 Motion by Nelson and 2nd by Goldsmith. Passed unanimously. Committee Members Assigned Nelson and Bain.	Rockport Superiors	HB/DC/GDEFB	Jurisdiction
5. JLM-17-5935 No Action.	Westford Superiors	HB	T/A
6. JLM-17-5978 No Action.	Hopedale Fire	JG/GD/JH	T/A
7. JLM-16-5073 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Beverly Fire	HB/GD/JH	Move to AFL
8. JLM-16-5237 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Granby Fire	GD/JH	Funded Remove
9. JLM-16-5261 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Lawrence Fire	HB/GD/JH	Vote to 3(a)
10. JLM-16-5313 See Discussion under any additional business section.	Andover Fire	HB/GD/DC	Vote to Arbitration
11. JLM-16-5397 No Action.	Bourne Fire	JG/GD/JH	Move to AFL
12. JLM-16-5501	Somerville Fire	CG/ GD/JH	Discussion
13. JLM-16-5606 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Westwood Fire	CG/ GD/JH	Vote to Arbitration
14. JLM-16-5675 No Action.	Swansea Police	JG/GD/DC	T/A
15. JLM-16-5676 No Action.	Weston Fire	CG/ GD/JH	T/A
16. JLM-17-5726 Motion by Reddy and 2nd by Goldsmith. Passed unanimously.	Malden Fire	HB/GD/JH	Move to AFL

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| 17. JLM-16-5453 | Ludlow Police | DC/GD | TA/ Move to AFL |
| Motion by Nelson and 2 nd by Goldsmith. Passed unanimously. | | | |
| 18. JLM-16-5579 | Pittsfield Patrol | DC/GD | Funded/Remove |
| Motion by Nelson and 2 nd by Goldsmith. Passed unanimously. | | | |
| 19. JLM-16-5582 | Pittsfield Superiors | DC/GD | Funded/Remove |
| Motion by Nelson and 2 nd by Goldsmith. Passed unanimously. | | | |

- *Any other business that may legally come before the committee:*

JLM-16-5261 Lawrence Firefighters Local 146 and City of Lawrence

The Chairman told the Committee that he came to the conclusion that the best course of action for this case was to vote the case to 3(a) with 2 mediations to take place prior to the 3(a) hearing. Matthew Reddy inquired as to whether or not there would be a Committee Level Mediation prior to the 3(a). The Chairman replied that the Committee members would not be excluded from the mediations and he would defer to the judgement of the parties as to whether or not they wanted the Committee members there. Attorney Elizabeth Valerio (representing the City of Lawrence) requested that the Overseer be involved with the process and be a party to the judgement at the hearing. The Chairman explained that the Panel can ask the Overseer for advice but that the advice is not binding. Attorney Valerio inquired as to whether or not 2 mediations were a hard limit of mediation. The Chairman answered that he would like to have at least 2 more mediations sessions.

The Chairman suggested that the case be voted to 3(a) Hearing with 2 mediation sessions beforehand.

Motion to Vote to 3(a) with conditions by Reddy and 2nd by Bain. Passed unanimously.

JLM-16-5313 Andover Fire Fighters Local 1658 and Town of Andover

The Chairman reviewed, for the full Committee, status of this case. On June 19, 2017 a 3(a) was held and a number of issues were raised. The Chairman asked the parties to submit briefs regarding the issues raised at the hearing, which they both did. He stated that he had intended to hold the conclusion of the 3(a) hearing and certify the issues, but the 3(a) hearing was not publicly posted on the website nor was the secretary of state's office informed within the required amount of time as required by the open meeting law.

Matthew Reddy objected as he felt that they parties were promised that the panel would meet and the issues would be certified today. The delay is costing the parties money.

Mr. Reddy made a Motion to Certify the Issues and move to arbitration. No second. Motion did not pass.

The Chairman suggested that the Panel discuss reconvening the 3(a) hearing for the sole purpose of certifying the issues. The Panel members (Matthew Reddy, Labor and John Petrin, Management) along with the Chairman agreed they could meet on Tuesday, July 18th. Mr. Reddy expressed concern that voting the case to arbitration would have to wait

until the August 24th meeting, further delaying the process. The Chairman discussed with the Committee the possibility of convening a full Committee meeting that occurs after the reconvening of the 3(a) to avoid further delay of voting the case to arbitration.

Motion to reconvene the 3(a) hearing at 10:30 am on Tuesday, July 18, 2018 by Hanson and 2nd by Goldsmith. Passed unanimously.

Motion to Convene a Full Committee Meeting at 12 pm am on Tuesday, July 18, 2018 by Hanson and 2nd by Goldsmith. Passed unanimously.

JLM-16-5501 Somerville Firefighters Union Local 76 and City of Somerville

The Chairman wanted to discuss getting dates for the 3(a) hearing for the above referenced case. Joseph Hubley, Senior Staff Representative, stated the parties are close to agreeing on a date for the 3(a)

Nested Issues

The Committee discussed the topic of nested issues in reference to 3(a) issues submitted to the Panel for consideration. Some of the Committee members feel that, parties are presenting wages, duration, and 5 additional issue only to find that there may be 2 or 3 more issues under the heading of 1 issue. The Chairman stated the purpose of mediating prior to the 3(a) is to narrow down the issues. Prior to certifying any issue to go to arbitration, it is discussed with the panel whether or not an issue is truly a single issue or multiple under one heading. Jill Goldsmith suggested that the Committee discuss further nested issues when it can be investigated further. Dean Mazarella agreed with Ms. Goldsmith stating that this is an evolving process and that the Committee should evolve with it.

- *Adjournment at 12:39 pm*

Recorded by Gwenn Kelley, Collective Bargaining Election Specialist II.